New addition to the Master Brief Sheets

The Relative Value (based on how the report compares to the RS's rating history for a given grade) is broken down into thirds. NOTE! 90 RV is NOT the magic #! Over half of an RS's reports will fall under 90! However, it is better to have a higher percentage in the upper column.

The Comparative Assessment (RO's marks in relation to your peers) is broken down into three groups:
Above – how many ranked above you (lower # is better!)
With – how many ranked with you
Below – how many ranked below you (higher # is better!)

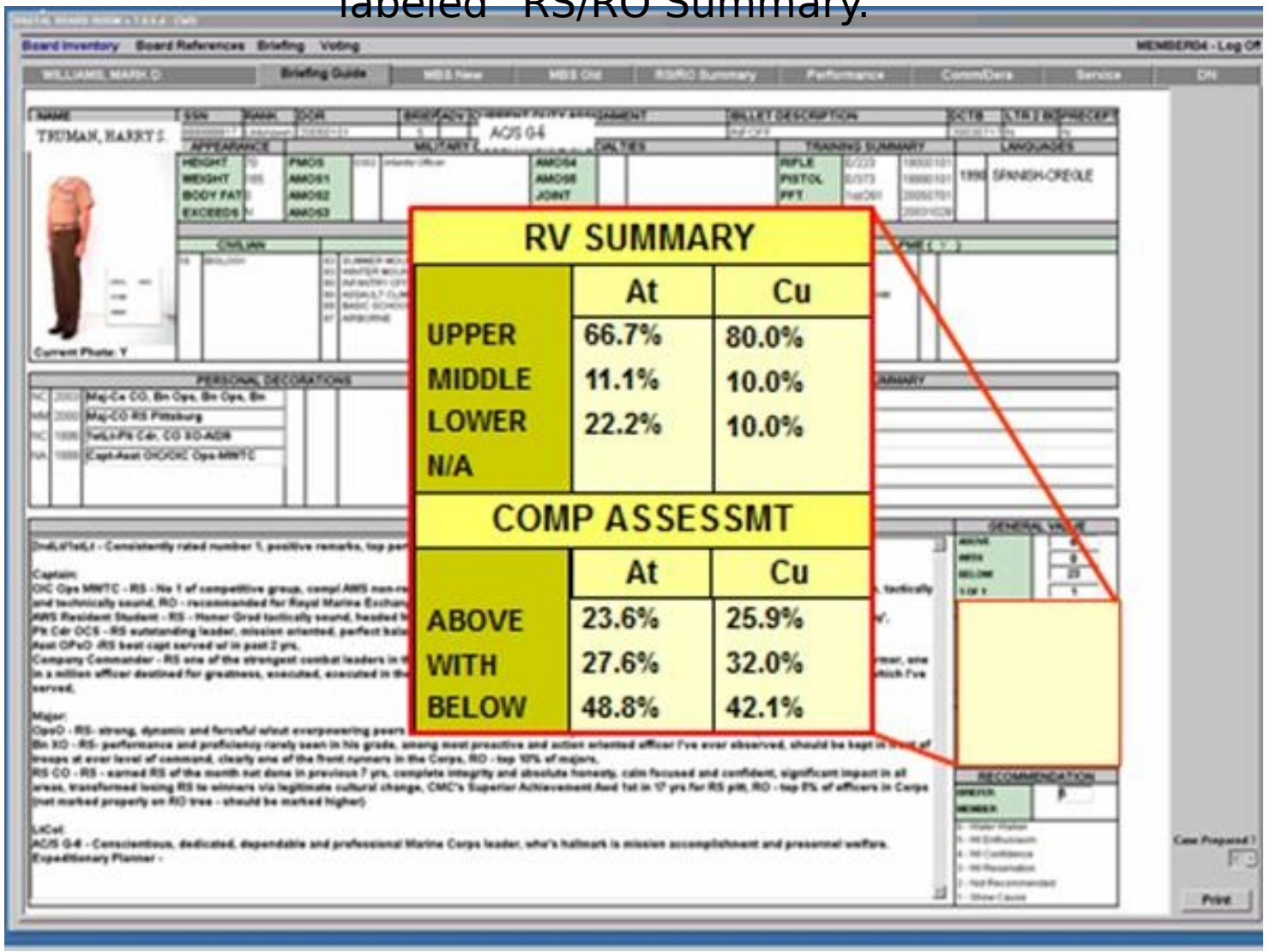
	Reporting Senior							
	At Processing				Cumulative			
Grade	Upper 93.34 - 100	Middle 86.67 - 93.33	Lower 80.00 - 86.66	N/A	Upper 93.34 - 100	Middle 86.67 - 93.33	Lower 80.00 - 86.66	N/A
SSGT	100.0%	0.0%	0.0%	3	50.0%	50.0%	0.0%	2
GYSGT	66.7%	33.3%	0.0%	6	33.3%	66.7%	0.0%	6
MSGT	100.0%	0.0%	0.0%	5	100.0%	0.0%	0.0%	3
MGYSGT	75.0%	0.0%	25.0%	3	42.9%	28.6%	28.6%	0
TOTAL	77.8%	11.1%	11.1%	17	53.3%	33.3%	13.3%	11

	Reviewing Officer							
	At Processing				Cumulative			
Grade	Above	With	Below	Insuf	Above	With	Below	Insuf
SSGT	0.0%	0.0%	100.0%	2	1.4%	12.9%	85.7%	2
GYSGT	17.6%	27.0%	55.4%	1	6.8%	28.5%	64.7%	1
MSGT	2.4%	26.8%	70.7%	1	2.4%	31.0%	66.7%	1
MGYSGT	2.1%	27.1%	70.8%	0	1.5%	36.9%	61.5%	0
TOTAL	7.9%	23.2%	68.9%	4	5.3%	28.0%	66.7%	4

The number of reports in these columns reflect all reports that have no relative value, which includes the RS's first two observed reports, all academic reports, all end of service reports, all reserve training reports, and not observed reports.

The two columns labeled "Insuf" reflect the number of reports where the RO had insufficient observation and are therefore not included in the percentages.

Example of the Briefing Guide screen used by promotion board members that provides data on the RV Summary and Comparative Assessment. There is also another screen available for board use labeled “RS/RO Summary.”



Reviewing Your Fitreps

Relative Value

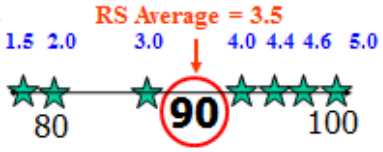
- RV is a numerical representation of how a single fitness report compares to other reports written by the same RS on Marines of the same grade
- RV is ONE of the tools available that boards use. Boards review the Marine's entire OMPF, FitReps and all other material before it.
- RV is to be used within the context of **all** other information on the report

How a Fitrep Avg becomes a RV

- There are 3 numbers that go into determining the relative value of a fitrep.
  - The Fitrep's score.
  - The RS's fitrep average for that grade.
  - The RS's high fitrep score for that grade.
- The relative value of a fitrep is scored somewhere from 80 to 100.
  - The high report is the 100.
  - The RS's average for that grade is the 90.
  - The 80 is determined by finding the difference between the 100 and the 90, then subtracting that from the 90.

Reviewing Your Fitreps

- First, you must calculate the Fitrep Average.
- Each of 14 attributes has a value from A through H:
  A=1, B=2, C=3, D=4, E=5, F=6, G=7, H=Not Observed
- Avg. of all observed attributes=Fitrep Average
  - i.e. a straight B report (28/14) = 2.0
- Then, you calculate the Relative Value. Which works off of a curve scaled from 80 to 100
  Highest=100; lowest=80; average of all reports= 90
- RS average (90) derived from the total value of all observed reports divided by the total number of observed reports
  1.5+2.0+3.0+4.0+4.4+4.6+5.0/7=3.5
- RS must process at least three reports on Marines of the same grade before RV is displayed on MBS
- REMEMBER: Approximately Half of all observed fitreps (Sgt – LtCol) will be less than 90 RV



How a Fitrep Avg becomes a RV

- The 80 is determined by finding the difference between the 100 and the 90, then subtracting that from the 90.